



DEPARTMENT OF THE ARMY  
U.S. ARMY RESERVE PERSONNEL COMMAND  
1 RESERVE WAY  
ST. LOUIS, MISSOURI 63132-5200

ARPC-PL

2 May 2003

MEMORANDUM FOR Commander, U.S. Army Reserve Personnel Command,  
ATTN: ARPC-ZA, 1 Reserve Way, St Louis, MO 63132-5200

SUBJECT: 2003 Individual Ready Reserve (IRR) Conference After Action Report

**1. BACKGROUND:**

- a. Purpose: Attend IRR Conference in Kansas City, MO, 21-23 April 2003, to discuss and resolve issues within the Ready Reserve.
- b. TDY Dates: 21 – 24 April 2003.
- c. TDY Location: Kansas City, MO.
- d. Participants: See Enclosure 1.
- e. To view entire summary, go to:

<http://mcrsc.mfr.usmc.mil/IRRConf/WorkshopOutBrief.asp>

**2. HIGHLIGHTS OF CONFERENCE:**

- a. The Calendar Year 2003 (all service) Individual Ready Reserve Conference was a rousing success. The conference was hosted by the United States Marine Corps and represented by members of all five branches of the United States Military, including the Marines, Coast Guard, Army, Air Force, and Navy, as well as select members from the Office of the Secretary of Defense (OSD). The conference was chaired by Mr. Daniel Kohner, OSD.

**3. KEY LOCAL ISSUES:**

- a. Issue - Placing "key personnel" into the Standby Reserve.

Discussion - Mr. Kohner requested feedback on current standing operating procedures (SOP) relating to key employee procedures during times of partial or full mobilization. The current procedure allows government agencies or civilian companies to submit a request for delay or exemption from active duty to the Secretary of Defense (signature authority has been delegated to the Under Secretary of Defense for Personnel and Readiness, Dr. Chu). Dr. Chu's office will only entertain requests for soldiers who have received mobilization orders. Through coordination with the office of the Assistant Secretary of the Army for Manpower and Reserve Affairs and the agency or company involved, Dr. Chu makes a determination on each case. Dr. Chu's office coordinates with the AR-PERSCOM Delay and Exemption Board Team to arrange administrative delays

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required to process the case. Once a decision is made, necessary action is taken by AR-PERSCOM (e.g., transfer to Standby Reserve).

Recommendation - Current SOP is working well. The only addition is to formalize the requirement for Dr. Chu's office by submitting requests for administrative delays to the Delay and Exemption Board Team in writing as opposed to telephonic. This is required by the operations section in charge of mobilization (MOBOPs) who cuts the orders. This request was sent to Dr. Chu's office with full compliance.

b. Issue - Medical Readiness.

Discussion - (This issue also arose last year and was passed to the Army G-1). It is believed the Army is still the only service which does not send soldiers home from the mob station when they report in a medically unfit condition. Each of the other services state in the mobilization order that personnel will be sent home within the first 30 days if it is determined they are medically unfit to be mobilized. Last year the Army TJAG was the only JAG authority who determined that these soldiers should be processed for medical retirement. All other service JAG's said that was a ridiculous opinion and allow themselves 30 days to determine medical fitness at the mob station. Unqualified personnel are sent home.

Recommendation - Clarify, in writing, Army business practice.

c. Issue - Implementing a key personnel program for States.

Discussion - There seems to be a need to implement a program similar to the federal screening program for those personnel in the civilian sector at the state government level for "First Responders" who would be identified by the state for possible transfer to the standby reserve. The consensus of the group was that DOD (Department of Defense) should not implement the program for the states. The reasoning is that each state has immediate access to its National Guard during any emergency and we were able, thru the mob exemption process, to immediately grant exemptions for "First Responders" using our normal processes, as we did for 9/11. It would also be unfair to require "First Responders" to transfer to the standby reserve because their condition of employment does not preclude reserve service. This type of action could also have readiness implications for Medical, Military Police and CID (Criminal Investigation Division) units. It is also believed that "First Responders" in one city are not necessarily affected by a disaster in another city. DOD agrees with the reasoning the personnel centers use, however, political pressure may require them to develop some type of formal program.

Recommendation - Do not implement at the state government level.

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d. Issue - Is the IRR relevant under "continuance of service" or the latest Title 10 definition of a Reserve Component?

Discussion - The IRR members comprise a flexible workforce ('free-agents') not inhibited by unit structure. They don't count against end-strength and have greater individual participation options. They also bring valuable skills from the private sector. However, funding for IRR PDE (Professional Development Education) is a low priority; and because we have an unstructured force, as well as inconsistent training, this makes it difficult to track.

Recommendation - Shift the focus of IRR. Utilize for such missions as exercises, counter-drug/counter-terrorism, ADSW and intel purposes instead of personnel repository.

**4. SUMMARY:**

The two day conference commenced with a half-day overview of the Reserve Forces in general with focus towards the latest mobilizations, followed by three simultaneous workshops, facilitated by select personnel. The workshops were organized to discuss the ongoing screening/exemption processes, the innovative uses of the IRR and new affiliation programs, and the data collection/reporting/family support (<http://mcrsc.mfr.usmc.mil/IRRConf/WorkshopOutBrief.asp>). Several recent lessons learned from the latest buildups and mobilizations helped the conference attendees focus on the most important issues.

**5. CONTACT:**

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